

Weekly Update – At a Glance

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**** Please note that the above information should be shared with all staff on parade.**

Detailed information for each of these headlines can be found below.

Risk Critical / Operational

Appliance auto-eject charging cables

Please be aware that we have been advised by mechanics **not** to pull out the appliance auto-eject charging cable manually.

We are aware that some LUDO-style charging cables are not auto-ejecting and therefore crews are manually removing them prior to the appliance being turned on.

We have been informed that the removal of the charging cable manually can cause damage to the ejector pin, causing it to become defective over time.



If your appliance is not auto-ejecting the charging cable as designed, please put in a defect ticket and, once repaired, wait for the appliance to automatically eject the cable.

If there is a vehicle parked next to the appliance on charge, someone can still hold the cable to prevent damage being caused as it is expelled.

Sarah Studholme

Station Manager, Technical Services

Safety advice for firefighters travelling by bicycle

After a recent injury, it is advised for all firefighters to wear a helmet if they choose to travel to station on a bicycle when responding to an incident.

This control measure is to be added to all 'mobilising risk assessments' when they are due to be reviewed.

Luke Russell

Health and Safety Advisor

Equality, diversity and inclusion

St George's Day

We wish everyone a happy St George's Day, an opportunity to celebrate everything we have in common, our shared values and history.

The Church of England has moved its celebration of England's patron saint from the traditional date to Monday, 28 April this year due to Easter.

Vacancies

HMICFRS short-term secondees

Short-term secondee opportunities to join HMICFRS are open to those at watch manager to group manager level or non-operational equivalents. We are looking for motivated individuals with fire service experience from all departments within your service.

Those selected will have the opportunity to learn about innovative and promising practice in other services and develop their own assessment, analysis, and decision-making skills. They will also become experts in our updated inspection methodology and judgment criteria.

They will be expected to take part in a two-day induction course on Tuesday, 8 July 2025 and Wednesday, 9 July 2025 before becoming valued members of the inspection team.

They will participate in inspections beginning in autumn 2025. Each inspection they take part in will require a commitment of two non-consecutive weeks.

Services will need to ensure that candidates will be able to participate in at least two inspections in the first year.

The inspection activity they will be involved in is a blend of virtual interviews, document reviews and on-site visits to services.

For all HMICFRS work, STSs will be expected to use a service laptop to access relevant material; however, the cost of their salaries and any expenses incurred, including travel, will be met by the inspectorate during the periods of their involvement.

Candidates should send a written expression of interest to emma.huntly@hmicfrs.gov.uk consisting of a personal statement, maximum 700 words.

Candidates should explain why they want to join HMICFRS, detail current and previous roles and include relevant experience. Where possible they should consider how their

skills reference against the three pillars of the HMICFRS FRS inspections: effectiveness, efficiency and people.

Those wishing to apply should seek their chief fire officer or commissioner's written approval, which should be included with their email along with their availability from September 2025, considering both personal and organisational needs.

Applications should be submitted to HMICFRS by Thursday, 15 May 2025 and within 10 working days we will contact all those who applied by email. Selected candidates will be contacted to arrange a brief telephone discussion with one of our chiefs of staff.

The subject areas for this will be given to the candidate to consider at least 24 hours before the discussion takes place.

Those chosen to take part in the STS scheme will be vetted to CTC (counter terrorist check) level and will sign a contract regarding confidentiality of HMICFRS information.

We will inform them in advance of their involvement with inspection activity in line with their availability. There will be a further opportunity to join the STS scheme later in the inspection period.

We hope to secure a diverse group of motivated individuals with current sector experience and expertise from all areas of the fire service.

I believe there is enormous value to both the inspectorate and services in the experience STS gain with this opportunity.

If you require any further information regarding the STS scheme, please do not hesitate to contact Mick Mason Michael.Mason1@hmicfrs.gov.uk, chief of staff.

Roy Wilsher OBE QFSM

His Majesty's Inspector of Constabulary

His Majesty's Inspector of Fire & Rescue Services

National Resilience secondment opportunities

Five CBRN, DIM, MD, Flood and MTA secondment opportunities are available within the National Resilience Assurance Team (NRAT):

Role: DIM Capability Officer

Grade: Station Manager (SMB)

Duration: 12 months

Location: National (Peripatetic)

Comments: To support NxGen DIM rollout with BAU activities

Role: MD PRPS New Dimensions Review Capability Officer

Grade: Station Manager (SMB)

Duration: 12 months

Location: National

Comments: To support PRPS MD rollout and BAU activities

Role: MD Radiation Project Capability Officer

Grade: Station Manager (SMB)

Duration: 12 months

Location: National

Comments: MD Radiation capability development project

Role: Flood Rescue Capability Advisor

Grade: Group Manager (GMB)

Duration: 9 months

Location: National

Comments: Strengthening multi-agency flood rescue

Role: MTA Capability Officer

Grade: Station Manager (SMB)

Duration: 12 months

Location: National

Comments: To support delivery of the MTA capability

These posts are being created following the approval of the 2025-2026 National Resilience budget and aim to support critical uplift programmes across DIM, Mass Decontamination (MD), and Flood Rescue capabilities.

Person Specification (Summary):

- Demonstrable experience within DIM/MD/Flood Rescue/MTA capabilities
- Proven CPD maintenance in capability areas
- Highly-motivated, organised and able to work remotely
- Strong communication, report writing and liaison skills
- Willingness to travel nationally and provide on-call resilience
- Experience in SOPs, assurance, and inter-agency working is desirable

Note: Detailed specifications and application guidance will be issued separately

All posts are flexi-duty roles, report to the relevant line management within NRAT, and will enhance operational delivery while supporting key national capability development initiatives.

- All candidates must gain Chief Fire Officer support prior to applying
- Applications will be assessed via form and panel interview
- Posts will commence from June 2025, subject to local agreement

For informal discussion and role specifics:

- DIM Roles: Chris Noakes – cnoakes@fireresilience.org.uk
- MD Roles: Ian Warne – iwarne@fireresilience.org.uk
- Flood Rescue: Michael Dale – michaeldale@fireresilience.org.uk
- MTA Role: Steven Houldsworth – shouldsworth@fireresilience.org.uk

Tom Wright

Station Manager, Service Delivery

Other

Retirement announcement

I'm sure many of you are already aware, but I wanted to personally share that I've made the decision to retire from the service.

It hasn't been an easy choice, as I've genuinely enjoyed the past two and a half years.

I joined CFRS at a challenging time, just after our last HMICFRS report and planning for disaggregation from Cumbria County Council and new governance arrangements.

I had responsibility for driving improvements across several key areas and while the pace has been demanding, it's also been incredibly rewarding.

I'm proud of what we've achieved together in such a short space of time.

It's been a real privilege to be part of this fantastic organisation.

I'll still be around until the end of June and plan to visit a few stations and departments over the coming weeks before starting my new role as Chief Fire Officer at Manchester Airport in early July.

Regards,

Brian

Brian Massie

Assistant Chief Fire Officer, Service Delivery and Preparedness

CFRS payroll separated from two unitary authority payroll records

The Payroll team at the council have split the former Cumbria payroll so there are three separate payrolls: Cumberland Council; Westmorland and Furness Council; and Cumbria Fire & Rescue Service (CFRS). As part of this payroll split there are a few things you need to know:

- **For the majority of fire employees who only work for one of the above organisations there is not expected to be any discernable change**

- For those who have a role with CFRS and one of the other organisations it will mean that for every authority you work for, you will have a separate employee number. For example:
 - an employee is employed as a Highways Operative in Cumberland Council and a retained firefighter; they will retain their normal employee details for the Highways role and be issued with a new employee number and login details for this retained firefighter role (your existing number has been allocated to what was deemed your main role).
- If you have more than one job you may have already received an email from the HR Systems mailbox. This will provide you with an additional employee number for each authority you work for and give you additional iTrent login details for each authority.
- There are no changes to your pay or benefits as part of this process.

For any queries please email Fire SDS on Fire.SDS@cumbriafire.gov.uk

Lucy Taylor

Financial Accountant

Declaration of ‘Gifts & Hospitality’ AND ‘Contacts with Suppliers’

****Please note – this applies to ALL employees****

As part of the Joint Corporate Governance Framework, the financial regulations set out that the Chief Fire Officer has a responsibility *“to foster a culture that will not tolerate fraud and corruption”* and *“to adopt and maintain effective anti-fraud, anti-corruption and anti-money laundering arrangements.”*

This includes having policies to **capture the receipt of gifts and hospitality over the value of £25 by any senior officers and all employees** including where gifts and hospitality have been declined.

In addition, for similar reasons we are seeking to **capture contacts by senior officers and all employees who have had communication with current or potential suppliers or contractors.**

For example, it might be that an officer/employee has met informally/attended a visit or seminar hosted by a potential supplier.

We would use the information to consider the appropriateness of that officer/employee being involved in a procurement process where the supplier may be a potential bidder.

This is to help us demonstrate that we have a process to ensure independence around procurement.

This is **NOT** meant to capture 'normal day business' of contacting suppliers to raise orders and query supplies, etc.

The registers are held on CFRS SharePoint and can be accessed via the below link:

[Fire Hub - Service Forms - Series 1000 Forms](#)

Or via these specific links:

 [Gifts & Hospitality register](#)

 [Supplier Contacts register](#)

Please complete these registers following any occurrence of a reportable gift, hospitality or supplier contact as the year progresses to avoid having to recall them in a block at year end.

Please think back to January 2025 and record any instances back to then, which was when this was first raised as an audit requirement.

Can managers who have team members who are unable to access the SharePoint links above please highlight this audit requirement to them and facilitate the completion of the form on their behalf when needed.

As part of the CFRS statutory accounts, details of our anti-fraud and corruption procedures are published and to maximise completeness we will circulate a reminder to complete these registers on a quarterly basis.

Lucy Taylor

Financial Accountant

Cycle to Work Policy

The [Cycle to Work Policy](#) has recently been published to coincide with the Cycle to Work Scheme that has been in place at CFRS.

It is recommended that if you are thinking of taking on a Cycle to Work contract or already have one that you have a read of the policy to familiarise yourself with the detail of the salary sacrifice and the T&Cs of the scheme.

Emily Grey

HR Advisor

Salary sacrifice lease car scheme – now live!

Cumbria Fire & Rescue Service's new salary sacrifice lease car scheme went live on Monday 14th April.

Are you interested in getting a new low emission car and are considering the leased car scheme but have some questions?

We have asked the NHS Fleet Solutions team to set up a live webinar on **Thursday 1st May 2025** at 12pm, so if you are interested please join us to find out more.

ONLINE WEBINAR

Join our webinar to discover the benefits of leasing a new car via salary sacrifice and have your questions answered.

01/05/2025 | 12:00-12:30 PM

VPD:
P18 (CC)
P19 (OPFCC)
P20 (F&S)

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CONSTABULARY

The QR code on the above flyer will open up MS Teams or please use the below link to access the webinar:

[Join the meeting now](#)

Meeting ID: 396 812 818 548 2

Passcode: 4Uq3Ay95

Before placing an order, it is important you that read the scheme policy and brochure to fully understand how the scheme works and any personal financial implications:

[Salary Sacrifice Car Scheme Policy](#)

[CFRS NHS Fleet Solutions Brochure](#)

By clicking the below link you can access NHS Fleet Solutions website where you can browse some of the latest offers or order a vehicle of your choice:

[NHS Fleet Solutions](#)

The **VPD** numbers to use for the fire car scheme is:

- Fire Scheme VPD – **P20**

Lucy Taylor

Financial Accountant

Annie Mac's Wealth of Health: Addressing spring sleep pattern changes

Spring brings longer days and more sunlight, which can beautifully lift our spirits.

However, this shift can also disrupt our natural sleep-wake cycle, also known as our circadian rhythm.

Here's how to address those spring sleep pattern changes and ease the transition:

[Understanding the shift](#)

- **Increased light exposure:** The earlier sunrise and later sunset mean we're exposed to more light in the evening, which can suppress melatonin production, the hormone that makes us feel sleepy.
- **Circadian rhythm adjustment:** Our internal body clock needs time to adjust to the change in daylight hours. This can lead to feeling tired at unusual times and difficulty falling asleep or waking up.
- **Temperature changes:** Warmer spring temperatures can also affect sleep quality, as our core body temperature needs to drop slightly to initiate sleep.

Strategies for a smoother transition

- **Gradual adjustment:** If possible, start shifting your bedtime and wake-up time by 15-20 minutes earlier a few days before the clocks change (if applicable in your region). This allows your body to adapt more gently.
- **Morning light exposure:** As recommended by sleep experts, expose yourself to natural light as early as possible in the morning. This helps to reset your circadian rhythm and signal to your body that it's time to wake up. Open your curtains or go for a short walk outside.
- **Consistent sleep schedule:** Maintain a consistent sleep schedule, even on weekends, as much as possible. This helps to regulate your body's internal clock.
- **Optimise your sleep environment:** Ensure your bedroom is dark, quiet, and cool. Use blackout curtains to block out extra morning light and consider lighter bedding as the temperature rises.
- **Wind-down routine:** Establish a relaxing bedtime routine to signal to your body that it's time to sleep. This could include reading, taking a warm bath, or practicing gentle stretching or meditation.
- **Limit evening light exposure:** In the evenings, especially in the hours leading up to bedtime, reduce your exposure to bright artificial light from electronic devices like phones, tablets, and computers. The blue light emitted from these screens can interfere with melatonin production. Consider using blue light filters or avoiding screens altogether.

- **Time your exercise:** While regular exercise is beneficial for sleep, avoid intense workouts close to bedtime as they can be stimulating. Aim to exercise earlier in the day.
- **Be patient:** It can take some time for your body to fully adjust to the changes in daylight. Be patient with yourself and try to maintain healthy sleep habits.

By implementing these strategies, you can help your body adapt more smoothly to the spring changes and ensure you continue to get the restful sleep you need to feel your best.

If you experience persistent sleep difficulties, it's always a good idea to speak to your GP about it.

Annie McInerney

Recruitment, Fitness and Engagement Coordinator

To have your news included in this section please email:

CFRS.update@cumbriafire.gov.uk

